

## **Duluth Human Rights Commission (HRC)**

Regular Meeting - minutes

Wednesday, May 10, 2023 @ 5:30pm

City Hall Room 330

1. Call to Order
  - a. Meeting called to order at 5:35pm
  - b. Commissioners present: Commissioners Jaramillo-Kraemer, Lue, Lyons, Wittenberg, Huber, Keppers
  - c. Commissioners absent: none
  - d. Guests: Human Rights Officer (HRO) Carl Crawford; representatives from ISD 709; community members Betty Greene and Kathy Spencer
2. Consent of Minutes - April 12, 2023
  - a. Motioned to approve by Commissioner Keppers; seconded by Commissioner Huber; unanimously approved
3. Public Comments and Written Comments
  - a. Written public comments submitted prior to meeting
    - i. None
  - b. Live public comments
    - i. None
4. Discussion with ISD 709
  - a. Sharing of OCR data and recent updates
  - b. Shared:
    - i. Days of out-of-school suspensions by school sites, from 2018 to present
    - ii. Days of out-of-school suspensions by demographics, from 2018 to present
    - iii. Data on disproportionality between demographic groups from 2021-2023
    - iv. Multi Tiered System of Supports (MTSS)
      1. Primary: all students to receive universal support and curriculum
      2. Secondary: 5-10% of students to receive targeted support and group interventions
      3. Tertiary: 3-5% of students to receive intensive and/or more individualized interventions
    - v. Trauma informed practices
      1. Is described as when the organization and people in it meet four requirements:
        - a. Realization
        - b. Recognize
        - c. Respond
        - d. Resist Retraumatizing
    - vi. Positive Behavioral Interventions and Supports (PBIS)
      1. Began process of alignment across all schools
      2. District-wide PBIS

- 3. Culturally Responsive Field Guide being used and teams are receiving training
  - vii. Social-Emotional Learning (SEL)
    - 1. Importance of SEL:
      - a. Is important across all tiers
      - b. Second Step curriculum pre-k through 8th grade
      - c. SEL in high schools
      - d. Tier 2 SEL curriculum
  - viii. Restorative Practices (RP)
    - 1. 80% are proactive strategies to build community and relationships
    - 2. 20% are responsive strategies
  - ix. Project AWARE
  - x. Family and student handbook and code of conduct revisions
  - xi. Next steps
    - 1. Solving these challenges requires a paradigm shift and will not happen overnight - so the goal is a continuous improvement model
      - a. PBIS in every school
      - b. Creation of Special Education Setting IV programming for next year
      - c. AWARE grant for 2021-2026
      - d. Ongoing development of an evidence based MTSS social emotional behavioral framework
      - e. Behavior Response Plans that include restorative practices as well as other non-exclusionary strategies
      - f. Effective teaming structures
      - g. Restorative practices training
      - h. Overhaul of the Family and Student Handbook
      - i. Resources for implicit bias training; trauma responsive practices training, alternative to suspension options, and MTSS tiered interventions
    - c. ISD 709 and the Human Rights Commission discussed working together more in the future, and continuing to address disproportionate out-of-school suspension rates
5. Executive Team Report
  - a. Annual Report to Council
    - i. Requesting the June 26 at 6:30pm
    - ii. Please email Commissioner Lue a headshot for the PowerPoint presentation
    - iii. Waiting for confirmation on this date
6. Findings Committee Report
  - a. Four cases were discussed:

- i. A man who is quadriplegic and speech-impaired has been permanently kicked off the Northern Access Transport Bus, which is a service he has been using since at least 2003
  - 1. He states that this is in relation to when his nurse called the company in 2003 telling them to be more careful with his chair, which resulted in an argument
  - 2. Carl Crawford will be looking into this case further
- ii. A woman states that her car was towed away by the police while she was picking her child up from school
  - 1. The police stated that there was a warrant to search her car, but instead of searching it, they took it
  - 2. While her car was being towed away, it was hit by another car, and was totaled
  - 3. The police have not yet told her why they took her car, and her totaled car is still sitting at the police station
  - 4. Carl Crawford will be looking into this case further
- iii. After the new rules in ISD709 regarding transgender rights have been put into place, a concerned parent has stated that his daughters no longer feel safe going into the bathrooms and locker rooms
  - 1. The parent also states that the gender-neutral single-stall bathrooms in Denfeld High School are always locked and not accessible
  - 2. While Carl Crawford will not be looking into this case as a human rights violation, he will be looking into the details of these new rules in anticipation of more questions from parents going forward
- iv. A man who is incarcerated states that the people who booked him into jail put the wrong crime on his ledger
  - 1. The crime that was listed was for sexual assault of a minor, but that was not his accused crime
  - 2. It has since been fixed, but there is now an issue of safety for the man who is still in jail for the actual crime he is accused of
  - 3. Carl Crawford will continue looking into this case

7. Human Rights Officer Report

- a. Participated in "12 Angry Jurors" with the St. Louis County court system
  - i. Dispels myths about being a juror
  - ii. Looking at how people experiencing homelessness can also be jurors, in order for everyone to have a jury of our peers
- b. There have been over 203 mass shootings in this country this year
  - i. What conversations do we have about this issue in our community?

**Due to timing, the Human Rights Commission unanimously voted to table the remaining agenda items to the June meeting**

8. Discuss Summer Meeting Schedule and Staffing Pride

- a. TABLED FOR JUNE
- 9. Announcements and Upcoming Events
  - a. TABLED
- 10. Additional Public Comments and Commissioner Comments
  - a. TABLED
- 11. Request for Agenda Items for Next Meeting
  - a. TABLED
- 12. Adjourn
  - a. Meeting adjourned at 7:27pm
  - b. Next meeting is June 14, 2023

Minutes respectfully submitted by:  
Tyra Jaramillo-Kraemer, Secretary